

WORK PATTERNS of WOMEN

STATE LIBRARY OF N.S.W
Offsite Storage
TQ043686



NEW ISSUE

MAY 1992

WORK PATTERNS of WOMEN

VICTORIA, OCTOBER 1991

R. A. CROCKETT

Deputy Commonwealth Statistician

CONTENTS

	Page
Summary of findings	2
Table Women aged 15 to 69 years	
1 Selected characteristics by current employment status	5
Women employed at some time since 1975	
2 Selected characteristics by number of breaks taken since 1975	6
Women currently employed	
3 Selected characteristics by number of breaks taken since 1975	7
4 Selected characteristics by family relationship	8
5 Selected characteristics of job by whether belong to a superannuation or retirement scheme	9
6 Year joined superannuation scheme by whether employer contributes to a superannuation scheme	9
7 Whether use formal child care and whether use informal child care by full-time/part-time employment status	10
8 Reason does not use formal child care by full-time/part-time employment status	10
Women who had a break at any time since 1975	
9 Whether returned to employment by type of leave taken during most recent break by reason for taking the break	11
10 Details of most recent break by length of break	12
11 Details of previous break by length of break	13
12 Changes after the recent break by year of break	14
13 Changes after previous break by year of break	15
14 Women who returned to a new job after most recent break: Factors affecting decision to take that job by whether has children under 12 years	16
15 Women who returned to a new job after previous break: Factors affecting decision to take that job by whether has children under 12 years	16
16 Main reason did not return to employment by age	17
17 Main reason did not return to employment by whether responsible for children under 12 years since 1975	17
18 Main reason did not return to employment by country of birth	17
Women who have not been employed (in Australia) since 1975	
19 Current activities by age	18
20 Current activities by marital status	18
21 Current activities by country of birth	18
Special data service	19
Explanatory notes	20
Technical notes	22
Standard error tables	23
Map of Labour Force Regions in Melbourne Statistical Division	24
Map of Labour Force Regions in Rest of Victoria	25

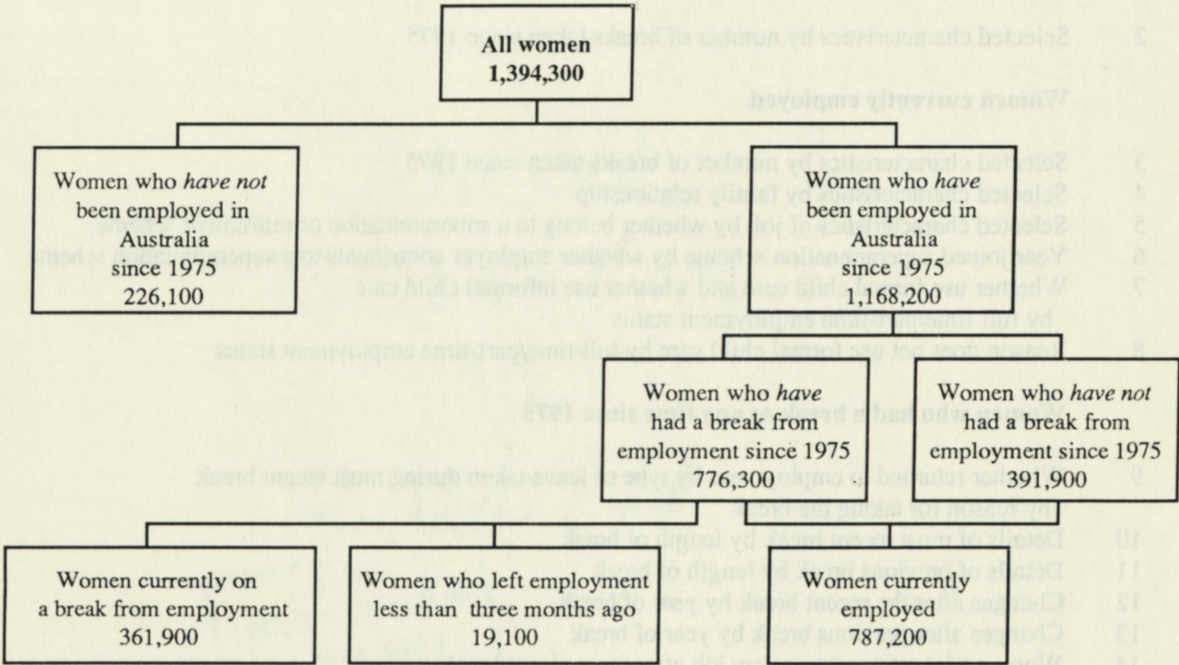
INQUIRIES Inquiries regarding these statistics may be made by telephoning Information Services on Melbourne (03) 615 7000. For advice on the interpretation of these statistics or for more details regarding results from the Survey of Work Patterns of Women, please contact Mr Dennis Robson on (03) 615 7350.

SUMMARY OF FINDINGS

The survey Work Patterns of Women was conducted in October 1991 in Victoria as a supplement to the Monthly Population Survey. The population was all women aged 15 - 69 years inclusive, excluding full time students. A break from employment was defined as a period of three months or more taken from employment, whether on paid or unpaid leave, resigned or dismissed/retrrenched. Please refer to the explanatory notes on page 20 for further details of the survey.

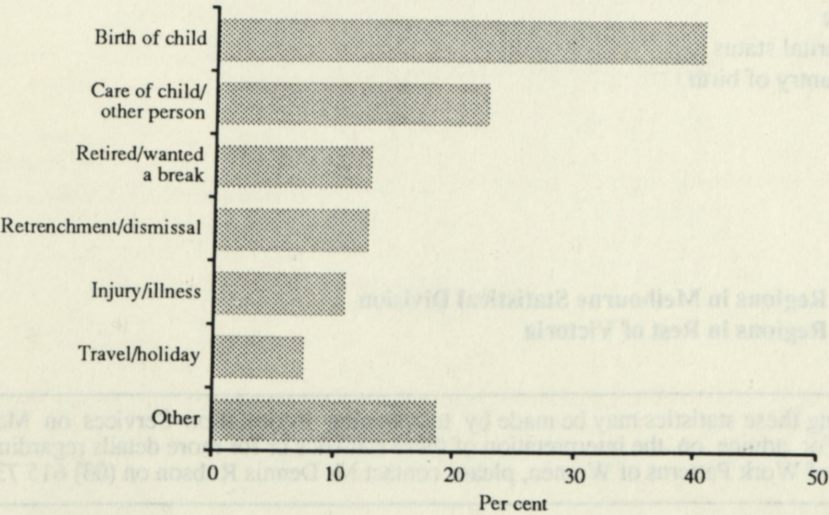
The following diagram shows the population of women included in this survey.

DIAGRAM 1: ALL WOMEN AGED 15 - 69 YEARS (EXCLUDING FULL TIME STUDENTS), VICTORIA



Some of the main findings of the survey are:

CHART 1: WOMEN WHO HAVE TAKEN A BREAK BY REASON FOR MOST RECENT BREAK



**All women aged 15 to 69 years
(excluding full time students):**

56.5 per cent of women aged 15 to 69 years (787,200) in Victoria are currently employed.

32.8 per cent (289,300) of women currently employed work part-time.

50.7 per cent (215,100) of women now responsible for children aged under 12 years, are currently employed.

45.9 per cent of women (137,200) from non-English speaking backgrounds are currently employed. They are less likely to be employed than those women born in Australia (59.4 per cent employed) or those born in other main English speaking countries (58.5 per cent employed).

The proportion of women who are currently employed is highest for those with a Bachelor degree or higher (78.6 per cent) and least for those who did not attend the highest year secondary school (42.6 per cent).

**Women who have been employed
in Australia at some time since
1975:**

66.5 per cent (776,300) of women who have been employed in Australia at some time since 1975 have had a break of 3 months or more from employment since then.

89.1 per cent (351,100) of women with children aged under 12 years at some time since 1975 have had a break from employment since 1975.

The reasons for taking the most recent break from employment include:

- . birth of child (40.5 per cent)
- . care of child/other person (22.6 per cent)
- . retired/wanted a break (12.9 per cent)
- . retrenchment/dismissal (12.7 per cent)
- . injury/illness (10.8 per cent)
- . travel/holiday (7.4 per cent)

58.4 per cent of those taking a break from employment (excluding those who were retrenched/dismissed) resigned from employment to have that break.

Almost two thirds (66.1 per cent) of women who reported *birth of child* as a reason for their most recent break from employment since 1975 resigned from their job at that time. About one quarter (25.9 per cent) reported using maternity leave.

Of the women who resigned from their employment for the birth of a child at the time of their most recent break, 58.6 per cent subsequently became employed again.

Women currently employed:

The most frequent occupation is *clerk* (32.2 per cent), followed by *sales and personal service worker* (19.2 per cent).

69.3 per cent of women now employed (545,300) belong to a superannuation or retirement fund but 81.1 per cent of these have had superannuation since 1985 or later.

About one third (31.2 per cent) of women reported difficulties on returning to employment after their most recent break. The main difficulties were:

- . balancing family responsibilities and the job (17.3 per cent)
- . child care arrangements (9.2 per cent)
- . new technology to learn (7.8 per cent)
- . had to adjust to working with new people (7.6 per cent)
- . lack of confidence/feeling the need to prove oneself (7.6 per cent)

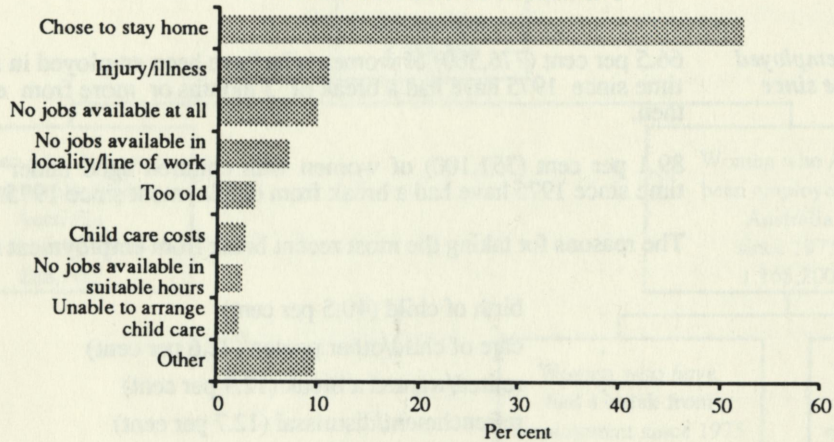
Women currently on a break from employment:

361,900 women are currently on a break (includes unemployed women and women not in the labour force).

The main reasons for not returning to employment after a break are:

- . chose to stay at home (51.8 per cent)
- . injury/illness (10.9 per cent)
- . no jobs available at all (9.7 per cent)
- . no jobs available in locality/line of work (7.1 per cent)

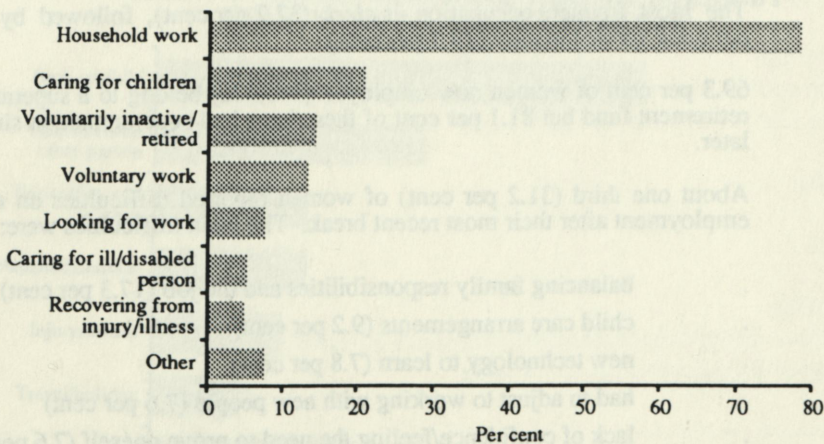
CHART 2 : WOMEN WHO DID NOT RETURN TO EMPLOYMENT BY REASON FOR NOT RETURNING



Women who have not been employed in Australia since 1975:

16.2 per cent of women aged 15 to 69 years (226,100) have not been employed in Australia since 1975. The most common activities of these women is household work (78.1 per cent) followed by caring for children (20.6 per cent).

CHART 3 : WOMEN WHO HAVE NOT BEEN EMPLOYED SINCE 1975 BY CURRENT ACTIVITIES



Women aged 15 to 69 years (excluding full-time students)

TABLE 1. WOMEN AGED 15 TO 69 YEARS (a) : SELECTED CHARACTERISTICS BY CURRENT EMPLOYMENT STATUS, VICTORIA

	Number ('000)				Per cent			
	Employed	Unemployed	Not in the labour force	Total	Employed	Unemployed	Not in the labour force	Total
Age								
15-24 years	135.8	26.8	26.3	189.0	71.9	14.2	13.9	100.0
25-34 years	234.8	13.9	111.5	360.2	65.2	3.9	31.0	100.0
35-44 years	221.9	16.8	95.0	333.7	66.5	5.0	28.5	100.0
45-54 years	143.5	8.2	84.2	235.9	60.8	3.5	35.7	100.0
55-64 years	45.7	* 2.7	137.7	186.0	24.6	* 1.4	74.0	100.0
65-69 years	* 5.5	**	84.0	89.5	* 6.1	**	93.9	100.0
Marital status								
Married	481.6	29.7	401.0	912.3	52.8	3.3	44.0	100.0
De facto	28.2	* 3.0	9.9	41.1	68.7	* 7.3	24.0	100.0
Separated	22.2	* 3.5	16.4	42.0	52.7	* 8.3	38.9	100.0
Divorced	39.2	* 4.0	20.6	63.7	61.4	* 6.3	32.3	100.0
Widowed	11.1	**	53.8	65.2	17.0	**	82.5	100.0
Never married	205.0	27.9	37.1	269.9	75.9	10.3	13.7	100.0
Whether responsible for child(ren) under 12 years since 1975								
Now has child(ren) under 12 years	213.7	18.6	190.9	423.1	50.5	4.4	45.1	100.0
Had child(ren) under 12 years since 1975	227.3	12.7	143.2	383.3	59.3	3.3	37.4	100.0
Had no child(ren) under 12 years since 1975	346.2	37.1	204.6	587.9	58.9	6.3	34.8	100.0
Country of birth								
Australia	583.4	42.5	355.8	981.7	59.4	4.3	36.2	100.0
Other main English speaking countries (b)	66.6	* 3.6	43.6	113.9	58.5	* 3.2	38.3	100.0
Other	137.2	22.3	139.3	298.7	45.9	7.5	46.6	100.0
Highest qualification								
Bachelor degree or higher	99.8	* 3.6	23.5	127.0	78.6	* 2.9	18.5	100.0
Trade qualification	24.4	**	13.2	38.8	63.0	**	34.0	100.0
Certificate or diploma	252.1	17.5	88.1	357.7	70.5	4.9	24.6	100.0
Other post-school qualification	8.0	**	* 5.3	14.0	57.0	**	* 37.7	100.0
Highest year secondary school	110.8	12.7	48.0	171.4	64.6	7.4	28.0	100.0
Did not attend highest year secondary school (c)	292.1	32.6	360.6	685.3	42.6	4.8	52.6	100.0
Area of usual residence								
Melbourne Statistical Division	578.1	51.4	366.1	995.7	58.1	5.2	36.8	100.0
Rest of state	209.1	17.0	172.6	398.6	52.5	4.3	43.3	100.0
TOTAL	787.2	68.4	538.7	1,394.3	56.5	4.9	38.6	100.0

(a) Excludes full-time students aged 15 to 24 years. (b) Comprises United Kingdom and Ireland, New Zealand, Canada, U.S.A., and South Africa. (c) Includes those who never attended school.

Women employed at some time since 1975

TABLE 2. WOMEN EMPLOYED AT SOME TIME SINCE 1975 : SELECTED CHARACTERISTICS BY NUMBER OF BREAKS TAKEN SINCE 1975 (a), VICTORIA

	No breaks		Number of breaks			Total with breaks		Total	
	Number (^{'000})	Per cent	One	Two	Three or more	Number (^{'000})	Per cent	Number (^{'000})	Per cent
Age									
15-24 years	106.1	60.7	49.3	12.8	6.8	68.8	39.3	174.9	100.0
25-34 years	99.3	28.9	134.8	64.6	45.4	244.9	71.1	344.2	100.0
35-44 years	66.1	21.6	129.3	59.9	51.2	240.4	78.4	306.5	100.0
45-54 years	79.0	39.9	78.6	24.6	16.0	119.1	60.1	198.2	100.0
55-64 years	35.4	31.8	59.6	12.8	* 3.7	76.1	68.2	111.5	100.0
65-69 years	* 5.9	* 17.9	23.8	* 2.2	**	27.0	82.1	32.8	100.0
Marital status									
Married/defacto	218.8	27.7	337.4	142.0	91.7	571.2	72.3	790.0	100.0
Widowed/ divorced/separated	31.5	25.1	58.5	16.4	19.3	94.2	74.9	125.7	100.0
Never married	141.5	56.0	79.5	18.4	13.1	111.0	44.0	252.6	100.0
Whether responsible for child(ren) under 12 since 1975									
Now has child(ren) under 12 years	42.1	10.7	177.8	103.0	69.6	350.4	89.3	392.5	100.0
Had child(ren) under 12 years since 1975	104.9	33.7	131.2	40.6	34.6	206.4	66.3	311.3	100.0
Had no child(ren) under 12 years since 1975	244.8	52.7	166.4	33.3	19.8	219.6	47.3	464.4	100.0
Country of birth									
Australia	280.2	33.2	343.9	128.4	92.6	564.8	66.8	845.1	100.0
Other main English speaking countries (b)	32.3	33.4	38.5	15.9	10.0	64.3	66.6	96.6	100.0
Other	79.4	35.0	93.0	32.6	21.5	147.1	65.0	226.5	100.0
Area of usual residence									
Melbourne Statistical Division	294.2	34.9	341.7	128.9	79.1	549.6	65.1	843.9	100.0
Inner Melbourne	27.9	43.1	23.3	* 5.8	7.7	36.8	56.9	64.8	100.0
Southern Melbourne	34.3	37.1	40.4	9.3	8.5	58.1	62.9	92.5	100.0
Inner-Eastern Melbourne	50.4	42.3	44.1	16.2	8.3	68.7	57.7	119.1	100.0
North-Eastern Melbourne	35.4	32.4	44.2	19.1	10.4	73.7	67.6	109.1	100.0
North-Western Melbourne	17.3	28.1	23.6	13.4	7.2	44.1	71.9	61.4	100.0
Outer-Western Melbourne	39.6	30.9	60.3	18.5	9.8	88.6	69.1	128.3	100.0
Outer-Eastern Melbourne	30.9	26.5	48.2	23.7	13.8	85.7	73.5	116.7	100.0
Mornington Peninsula	58.2	38.3	57.6	22.9	13.4	93.8	61.7	152.1	100.0
Balance of Victoria	97.7	30.1	133.8	47.9	45.0	226.7	69.9	324.4	100.0
South Western Victoria	27.3	34.5	33.1	10.7	8.0	51.8	65.5	79.1	100.0
Western Victoria	20.6	31.0	27.6	10.9	7.4	45.9	69.0	66.5	100.0
Northern Victoria	32.5	30.3	44.1	13.7	17.0	74.8	69.7	107.2	100.0
Eastern Victoria	17.3	24.2	29.0	12.7	12.6	54.3	75.8	71.6	100.0
Employment status									
Employed	372.7	47.3	255.1	90.6	68.7	414.5	52.7	787.2	100.0
Unemployed	* 3.8	* 7.1	28.4	11.5	9.5	49.5	92.9	53.3	100.0
Not in the labour force	15.4	4.7	191.9	74.7	45.8	312.4	95.3	327.7	100.0
TOTAL	391.9	33.5	475.4	176.8	124.1	776.3	66.5	1,168.2	100.0

(a) A break is three months or more away from employment whether on paid or unpaid leave, resigned or dismissed/retrrenched. Women not (yet) returned to employment are considered to be on a break. (b) Comprises United Kingdom and Ireland, New Zealand, Canada, U.S.A., and South Africa.

Women currently employed

**TABLE 3. WOMEN CURRENTLY EMPLOYED : SELECTED CHARACTERISTICS BY NUMBER OF BREAKS TAKEN SINCE 1975
(a), VICTORIA**

	<i>No breaks</i>		<i>Number of breaks</i>			<i>Total with breaks</i>		<i>Total</i>	
	<i>Number ('000)</i>	<i>Per cent</i>				<i>Number ('000)</i>	<i>Per cent</i>	<i>Number ('000)</i>	<i>Per cent</i>
			<i>One</i>	<i>Two</i>	<i>Three or more</i>				
Sector									
Private	288.0	49.1	188.2	61.2	49.1	298.5	50.9	586.5	100.0
Public	84.7	42.2	67.0	29.3	19.7	116.0	57.8	200.7	100.0
Full-time/part-time status									
Employed full-time	278.0	55.8	145.3	46.5	28.1	219.9	44.2	497.9	100.0
Employed part-time	94.8	32.8	109.8	44.0	40.6	194.5	67.2	289.3	100.0
Permanent/casual status (b)									
Permanent	274.6	50.8	165.4	59.7	40.7	265.9	49.2	540.5	100.0
Casual	36.1	29.8	50.3	18.4	16.4	85.1	70.2	121.2	100.0
Don't know	**	**	* 2.1	**	**	* 2.8	* 68.5	* 4.1	* 100.0
Whether member of a union									
Yes	133.2	45.1	97.7	37.9	26.7	162.3	54.9	295.5	100.0
No	173.1	47.9	117.6	40.2	30.8	188.6	52.1	361.7	100.0
Don't know	* 5.7	* 66.4	* 2.5	**	**	* 2.9	* 33.6	8.5	100.0
Self employed	60.7	50.0	37.3	12.1	11.3	60.7	50.0	121.4	100.0
Whether belong to a superannuation or retirement scheme									
Belongs to a scheme	261.6	48.0	177.2	63.0	43.5	283.7	52.0	545.3	100.0
Does not belong to a scheme	103.2	44.4	77.0	27.5	24.9	129.5	55.6	232.7	100.0
Don't know	7.9	85.7	**	**	**	**	**	9.2	100.0
Highest qualification									
Bachelor degree or higher	41.0	41.1	33.8	15.7	9.3	58.8	58.9	99.8	100.0
Trade qualification	10.5	43.1	9.7	* 2.7	**	13.9	56.9	24.4	100.0
Certificate or diploma	121.4	48.2	77.1	25.4	28.1	130.7	51.8	252.1	100.0
Other post-school qualification	* 2.6	* 32.7	* 2.6	* 1.7	**	* 5.4	* 67.3	8.0	100.0
Highest year secondary school	61.2	55.2	33.8	9.3	6.5	49.6	44.8	110.8	100.0
Did not attend highest year secondary school (c)	136.0	46.6	98.1	35.7	22.2	156.1	53.4	292.1	100.0
Occupation									
Managers and administrators	31.4	56.9	17.8	* 2.7	* 3.3	23.8	43.1	55.1	100.0
Professionals	43.8	40.7	36.0	17.5	10.5	64.0	59.3	107.8	100.0
Para-professionals	21.4	41.7	15.8	* 4.9	9.1	29.8	58.3	51.2	100.0
Tradespersons	15.5	45.3	9.4	* 4.0	* 5.4	18.7	54.7	34.3	100.0
Clerks	126.1	49.8	80.8	27.1	19.1	127.1	50.2	253.1	100.0
Salespersons and personal service workers	73.4	48.5	47.6	18.5	11.7	77.8	51.5	151.3	100.0
Plant and machine operators, and drivers	17.2	50.9	9.4	* 4.0	* 3.2	16.6	49.1	33.8	100.0
Labourers and related workers	43.9	43.8	38.2	11.8	6.4	56.4	56.2	100.2	100.0
TOTAL	372.7	47.3	255.1	90.6	68.7	414.5	52.7	787.2	100.0

(a) A break is three months or more away from employment whether on paid or unpaid leave, resigned or dismissed/retrenched. (b) Excludes self-employed.

(c) Includes those who never attended school.

TABLE 4. WOMEN CURRENTLY EMPLOYED : SELECTED CHARACTERISTICS BY FAMILY RELATIONSHIP
(^{'000})

	Wife with dependent children	Wife without dependent children	Single mother with dependent children	Other family member	Not living with family	Not known	Total
Sector							
Private	216.3	153.9	25.1	97.3	79.7	14.2	586.5
Public	80.1	47.3	7.8	29.6	30.9	* 5.0	200.7
Full-time/part-time status							
Employed full-time	135.3	137.2	15.8	106.7	90.5	12.4	497.9
Employed part-time	161.0	64.0	17.0	20.2	20.2	6.8	289.3
Permanent/casual status (a)							
Permanent	175.4	133.8	20.9	105.3	89.6	15.3	540.5
Casual	58.7	26.1	8.2	14.9	11.3	* 2.1	121.2
Don't know	* 2.1	**	**	**	**	**	* 4.1
Whether member of a union							
Yes	112.5	76.9	12.2	43.9	45.2	* 4.8	295.5
No	121.7	81.5	16.2	74.1	55.9	12.3	361.7
Don't know	* 2.0	**	**	* 2.8	**	**	8.5
Self employed	60.2	41.3	* 3.8	* 6.0	8.4	* 1.8	121.4
Whether belong to a superannuation or retirement scheme							
Belongs to a scheme	198.9	141.8	20.6	85.5	85.5	13.0	545.3
Does not belong to a scheme	94.7	57.9	11.9	37.9	24.4	* 5.9	232.7
Don't know	* 2.8	**	**	* 3.5	**	**	9.2
Country of birth							
Australia	202.9	144.3	24.7	109.7	88.1	13.7	583.4
Other main English speaking countries (b)	25.7	21.3	* 3.6	* 3.6	10.7	* 1.7	66.6
Other	67.7	35.6	* 4.6	13.7	11.9	* 3.8	137.2
Highest qualification							
Bachelor degree or higher	35.2	24.1	* 3.5	11.6	23.4	* 2.0	99.8
Trade qualification	11.1	* 4.8	**	* 2.9	* 5.0	**	24.4
Certificate or diploma	94.1	63.7	11.5	37.6	35.9	9.2	252.1
Other post-school qualification	* 4.1	**	**	**	* 1.8	**	8.0
Highest year secondary school	30.8	23.2	* 4.0	34.7	16.3	* 1.8	110.8
Did not attend highest year secondary school (c)	121.0	84.0	13.2	39.4	28.3	6.2	292.1
TOTAL	296.4	201.2	32.9	126.9	110.6	19.2	787.2

(a) Excludes self-employed. (b) Comprises United Kingdom and Ireland, New Zealand, Canada, U.S.A., and South Africa. (c) Includes those who never attended school.

TABLE 5. WOMEN CURRENTLY EMPLOYED : SELECTED CHARACTERISTICS OF JOB BY WHETHER BELONG TO A SUPERANNUATION OR RETIREMENT SCHEME (a), VICTORIA

	Number ('000)				Per cent			
	Belongs to a scheme	Does not belong to a scheme	Don't know	Total	Belongs to a scheme	Does not belong to a scheme	Don't know	Total
Sector								
Private	374.5	204.3	7.7	586.5	63.9	34.8	1.3	100.0
Public	170.8	28.5	**	200.7	85.1	14.2	**	100.0
Full-time/part-time status								
Employed full-time	389.8	101.8	6.3	497.9	78.3	20.4	1.3	100.0
Employed part-time	155.5	130.9	* 2.9	289.3	53.7	45.3	* 1.0	100.0
Permanent/casual status (b)								
Permanent	450.7	83.5	6.3	540.5	83.4	15.5	1.2	100.0
Casual	49.0	71.2	**	121.2	40.4	58.8	**	100.0
Don't know	**	* 2.7	**	* 4.1	**	* 65.8	**	* 100.0
Occupation								
Managers and administrators	27.7	26.2	**	55.1	50.3	47.5	**	100.0
Professionals	88.0	18.8	**	107.8	81.6	17.4	**	100.0
Para-professionals	44.3	6.2	**	51.2	86.4	12.2	**	100.0
Tradespersons	20.6	13.3	**	34.3	60.2	39.0	**	100.0
Clerks	187.9	63.5	* 1.7	253.1	74.2	25.1	* 0.7	100.0
Salespersons and personal service workers	93.4	57.0	**	151.3	61.7	37.7	**	100.0
Plant and machine operators, and drivers	21.7	10.0	* 2.1	33.8	64.1	29.6	* 6.3	100.0
Labourers and related workers	61.4	37.7	**	100.2	61.3	37.6	**	100.0
TOTAL	545.3	232.7	9.2	787.2	69.3	29.6	1.2	100.0

(a) Data on superannuation are collected regularly and published in *Employment Benefits, Australia* catalogue no. 6334.0. (b) Excludes self-employed.

TABLE 6. WOMEN CURRENTLY EMPLOYED WHO HAVE SUPERANNUATION : YEAR JOINED SUPERANNUATION SCHEME BY WHETHER EMPLOYER CONTRIBUTES TO A SUPERANNUATION SCHEME, VICTORIA

Year joined superannuation scheme	Number ('000)				Per cent			
	Employer contributes	Employer doesn't contribute	Self employed	Total	Employer contributes	Employer doesn't contribute	Self employed	Total
Before 1971	* 6.1	**	**	6.8	* 1.2	**	**	1.2
1971 to 1980	31.9	* 2.8	**	36.1	6.5	* 8.0	**	6.6
1981 to 1985	46.0	7.8	* 3.3	57.1	9.4	21.9	* 18.7	10.5
After 1985	405.5	25.0	12.0	442.4	82.4	70.1	67.7	81.1
Don't know	* 2.5	**	**	* 2.9	* 0.5	**	**	* 0.5
TOTAL	492.0	35.6	17.7	545.3	100.0	100.0	100.0	100.0

TABLE 7. WOMEN CURRENTLY EMPLOYED WHO HAVE CHILD(REN) UNDER 12 YEARS : WHETHER USE FORMAL CHILD CARE AND WHETHER USE INFORMAL CHILD CARE BY FULL-TIME/PART-TIME EMPLOYMENT STATUS, VICTORIA

	Number ('000)			Per cent		
	Employed full-time	Employed part-time	Total	Employed full-time	Employed part-time	Total
Whether use formal child care (a)						
Total using formal child care	26.5	41.0	67.6	29.9	32.9	31.6
Pre-school/kindergarten	7.7	21.6	29.3	8.7	17.3	13.7
Long day care centre	9.6	8.6	18.2	10.8	6.9	8.5
Family day care	* 3.0	9.5	12.5	* 3.4	7.6	5.8
Before/after school care	9.9	7.1	17.0	11.1	5.7	8.0
Not using formal child care	62.3	83.8	146.1	70.1	67.1	68.4
Whether use informal child care (a)						
Total using informal child care	64.3	89.4	153.7	72.4	71.6	71.9
Child's (step) brother/ (step) sister	13.8	16.4	30.3	15.6	13.2	14.2
Other relatives	40.2	64.6	104.8	45.2	51.8	49.0
Other people	15.6	32.5	48.1	17.5	26.0	22.5
Other organisation	**	* 3.6	* 5.0	**	* 2.9	* 2.4
Child looks after self	6.5	* 6.1	12.6	7.3	* 4.9	5.9
Not using informal child care	24.5	35.4	59.9	27.6	28.4	28.1
TOTAL	88.8	124.8	213.7	100.0	100.0	100.0

(a) Components may not add to the total or to 100 per cent, as more than one type of child care may be used. Further data on child care can be found in *Child Care Arrangements, Australia* catalogue number 4402.0.

TABLE 8. WOMEN CURRENTLY EMPLOYED (a) WHO WOULD LIKE TO USE FORMAL CHILD CARE : REASON DOES NOT USE FORMAL CHILD CARE BY FULL-TIME/PART-TIME EMPLOYMENT STATUS, VICTORIA

Reason does not use formal child care	Number ('000)			Per cent		
	Employed full-time	Employed part-time	Total	Employed full-time	Employed part-time	Total
Cost	* 4.0	* 3.5	8.2	* 29.6	* 17.3	23.1
Not available	* 2.9	* 5.6	8.8	* 21.5	* 27.7	24.9
No need (b)	* 5.2	10.0	15.6	* 38.3	49.4	43.7
Other	**	**	* 2.9	**	**	* 8.2
TOTAL	13.5	20.2	35.6	100.0	100.0	100.0

(a) Women with children under 12 years. (b) This answer indicates that the person would like to use formal child care but current arrangements are considered to be adequate.

Women who had a break at any time since 1975

TABLE 9. WOMEN WHO HAD A BREAK AT ANY TIME SINCE 1975 (a) : WHETHER RETURNED TO EMPLOYMENT BY TYPE OF LEAVE TAKEN DURING MOST RECENT BREAK (b) BY REASON FOR TAKING THE BREAK (c), VICTORIA ('000)

Type of leave taken during most recent break	Birth of child	Caring for child(ren)/other person	Injury/illness	Retired/wanted a break	Other	Total
Returned to employment						
Maternity leave	55.8	24.8	**	**	* 2.1	56.8
Family leave	8.6	* 4.6	**	**	**	8.9
Sick leave/Workcare/workers compensation	* 2.2	**	19.3	**	**	21.5
Annual leave	6.5	* 3.6	**	**	7.8	14.7
Long service leave	* 3.3	* 2.5	**	**	9.8	14.1
Leave without pay	18.2	8.3	6.7	* 2.5	17.6	44.1
Resigned	121.9	74.3	12.7	19.6	94.3	247.1
Other	* 4.2	* 3.1	* 3.1	**	6.2	14.7
TOTAL	198.6	112.6	41.4	25.3	137.1	438.1
Did not/not yet return(ed) to employment						
Maternity leave	25.5	10.3	**	**	**	26.3
Family leave	* 3.9	**	**	**	**	* 4.3
Sick leave/Workcare/workers compensation	**	**	14.4	**	**	15.5
Annual leave	* 5.1	* 3.2	**	* 1.8	**	8.6
Long service leave	* 3.6	* 3.1	**	* 4.3	**	9.8
Leave without pay	* 5.3	* 3.3	**	**	* 2.2	9.0
Resigned	86.0	47.6	21.6	57.4	44.2	205.9
Other	* 1.8	**	* 1.8	* 4.4	* 5.2	12.4
TOTAL	115.7	63.3	42.4	74.9	61.5	338.2
TOTAL						
Maternity leave	81.3	35.1	**	**	* 2.1	83.1
Family leave	12.5	* 5.6	**	**	**	13.2
Sick leave/Workcare/workers compensation	* 2.9	**	33.7	**	**	36.9
Annual leave	11.6	6.8	* 2.4	* 2.1	8.6	23.3
Long service leave	6.9	* 5.6	* 1.9	* 5.0	10.8	23.9
Leave without pay	23.5	11.6	8.3	* 2.5	19.8	53.2
Resigned	207.9	122.0	34.4	77.0	138.5	453.0
Other	* 6.0	* 4.1	* 4.9	* 4.4	11.5	27.1
TOTAL	314.3	175.8	83.8	100.2	198.6	776.3

(a) A break is three months or more away from employment whether on paid or unpaid leave, resigned or dismissed/retrrenched. Women not (yet) returned to employment are considered to be on a break. (b) Excludes dismissed/retrrenched. Components may not add to the total as more than one type of leave may have been taken during the break.

(c) Components may not add to the total as more than one reason may have been reported.

TABLE 10. WOMEN WHO HAD A BREAK AT ANY TIME SINCE 1975 (a): DETAILS OF MOST RECENT BREAK BY LENGTH OF BREAK, VICTORIA ('000)

	Length of break			Did not/not yet return(ed) to work	Total	
	3 to 5 months	6 to 11 months	One year or more		Number	Per cent
Reason for taking most recent break (b)						
Birth of child/caring for child(ren)/other person	24.8	38.1	157.7	138.0	358.6	46.2
Travel/holiday	26.2	10.7	13.7	6.9	57.6	7.4
Retrenchment/dismissal	17.4	15.2	10.0	56.0	98.6	12.7
Injury/illness	19.4	9.3	12.7	42.4	83.8	10.8
Retired/wanted a break	* 5.8	* 4.4	15.1	74.9	100.2	12.9
Other	20.7	20.5	48.2	55.0	144.3	18.6
Main activity during break						
Looking for work	16.4	12.7	* 5.1	27.1	61.2	7.9
Voluntary work	**	**	**	* 4.9	6.8	0.9
Caring for/birth of child(ren)	27.1	36.5	152.5	127.3	343.3	44.2
Caring for ill/disabled person	**	**	* 2.9	13.1	18.4	2.4
Household work	11.1	12.6	34.6	113.7	172.0	22.2
Education/training	* 5.4	* 6.1	14.2	8.8	34.5	4.4
Recovering from injury/illness	16.9	8.0	8.4	17.8	51.1	6.6
Moving overseas/interstate	* 2.6	**	**	**	6.5	0.8
Travel/holiday	26.9	10.5	10.4	* 4.7	52.5	6.8
Retired/voluntarily inactive	**	**	**	15.4	18.5	2.4
Other	* 1.8	* 3.1	* 2.6	* 4.0	11.5	1.5
Type of leave taken (c)						
Maternity leave	8.9	16.7	31.2	26.3	83.1	10.7
Family leave	**	**	7.4	* 4.3	13.2	1.7
Sick leave (3 months or more)	7.2	* 3.1	* 3.6	* 3.9	17.8	2.3
Workcare/workers compensation	* 2.2	* 2.4	* 3.0	11.9	19.5	2.5
Annual leave	7.1	* 3.0	* 4.6	8.6	23.3	3.0
Long service leave	7.9	* 3.4	* 2.7	9.8	23.9	3.1
Other paid leave	* 1.8	* 1.7	**	**	* 4.4	* 0.6
Leave without pay	22.5	6.3	15.3	9.0	53.2	6.8
Resigned	36.5	42.1	168.5	205.9	453.0	58.4
Other	* 4.3	* 2.3	* 4.0	12.1	22.7	2.9
Sources of income (d)						
Salary (including paid leave)	19.7	10.7	20.6	17.2	68.2	8.8
Spouse/partner	48.4	51.3	191.4	221.7	512.8	66.0
Other relative	* 3.2	* 2.6	* 3.2	* 4.0	13.0	1.7
Savings	28.0	16.3	18.7	27.3	90.3	11.6
Superannuation	* 1.6	* 1.8	**	10.0	14.7	1.9
Pension/benefit/study allowance	17.5	19.5	23.9	105.3	166.2	21.4
Long service leave	* 4.2	* 2.8	* 3.9	* 4.7	15.6	2.0
Other paid employment	* 1.8	* 2.5	10.4	**	15.0	1.9
Other	* 3.8	* 3.2	* 4.1	11.8	22.9	3.0
None	**	**	**	**	* 4.8	* 0.6
Don't know	**	**	**	**	**	**
TOTAL	110.3	93.3	234.5	338.2	776.3	100.0

(a) A break is three months or more away from employment whether on paid or unpaid leave, resigned or dismissed/retrenched. Women not (yet) returned to employment are considered to be on a break. (b) Components may not add to the total or to 100 per cent as more than one reason may have been given. (c) Excludes dismissed/retrenched. More than one type of leave may have been taken during the break. (d) More than one source of income may have been reported.

TABLE 11. WOMEN WHO HAVE HAD MORE THAN ONE BREAK SINCE 1975 : DETAILS OF PREVIOUS (a) BREAK BY LENGTH OF BREAK, VICTORIA
(*000)

	3 to 5 months	6 to 11 months	One year or more	Total	
				Number	Per cent
Reason for taking previous break (b)					
Birth of child/caring for child(ren)/ other person	24.2	36.5	82.9	143.6	47.7
Travel/holiday	21.6	10.0	10.0	41.6	13.8
Retrenchment/dismissal	13.8	6.9	6.9	27.6	9.2
Injury/illness	15.4	* 5.2	9.7	30.2	10.1
Retired/wanted a break	* 4.3	* 2.6	8.5	15.3	5.1
Other	14.1	14.3	31.0	59.4	19.7
Main activity during break					
Looking for work	17.6	7.0	* 4.5	29.1	9.7
Voluntary work	**	**	**	* 2.6	* 0.9
Caring for/birth of child(ren)	20.7	35.7	79.6	135.9	45.2
Caring for ill/disabled person	**	* 1.8	**	* 4.5	* 1.5
Household work	8.6	* 5.8	25.1	39.5	13.1
Education/training	**	* 3.5	9.5	13.7	4.6
Recovering from injury/illness	13.0	* 5.2	* 5.2	23.4	7.8
Moving overseas/interstate	**	**	* 2.1	* 3.9	* 1.3
Travel/holiday	23.1	10.5	9.4	43.0	14.3
Retired/voluntarily inactive	**	**	**	* 1.8	* 0.6
Other	**	**	* 2.0	* 3.4	* 1.1
Type of leave taken (c)					
Maternity leave	9.1	14.5	16.0	39.6	13.2
Family leave	**	**	* 2.1	* 2.1	* 0.7
Sick leave (3 months or more)	6.5	**	**	8.6	2.9
Workcare/workers compensation	* 2.9	* 3.1	* 2.4	8.5	2.8
Annual leave	7.5	* 1.8	**	10.7	3.6
Long service leave	* 5.6	* 2.1	* 2.1	9.8	3.2
Other paid leave	* 1.8	**	**	* 2.1	* 0.7
Leave without pay	18.7	10.7	10.9	40.2	13.4
Resigned	28.2	34.2	99.1	161.5	53.7
Other	* 3.2	* 2.0	* 3.9	9.1	3.0
Sources of income (d)					
Salary (including paid leave)	19.1	8.9	9.2	37.2	12.4
Spouse/partner	40.8	45.2	102.7	188.7	62.7
Other relative	* 2.1	**	* 2.3	* 5.6	* 1.8
Savings	19.4	12.4	13.0	44.9	14.9
Superannuation	**	**	**	* 2.2	* 0.7
Pension/benefit/study allowance	17.2	15.7	21.6	54.6	18.1
Long service leave	* 3.0	* 2.1	**	6.6	2.2
Other paid employment	**	**	* 5.8	6.9	2.3
Other	* 2.1	* 2.1	* 3.9	8.2	2.7
None	* 2.1	**	**	* 3.1	* 1.0
Don't know	**	**	**	**	**
TOTAL	87.7	72.9	140.4	300.9	100.0

(a) The second most recent break. (b) Components may not add to the total or to 100 per cent as more than one reason may have been given. (c) Excludes dismissed/retrenched. More than one type of leave may have been taken during the break. (d) More than one source of income may have been reported.

TABLE 12. WOMEN WHO RETURNED TO EMPLOYMENT AFTER THEIR MOST RECENT BREAK : CHANGES AFTER THE BREAK
BY YEAR OF BREAK, VICTORIA
(*000)

	Year break taken				Total	
	1975 to 1979	1980 to 1984	1985 to 1989	1990 to 1991	Number	Per cent
Whether returned to same job						
Returned to same job and employer	20.1	28.1	61.2	28.2	137.6	31.4
Returned to same job, different employer	19.9	19.3	23.6	11.0	73.7	16.8
Returned to different job, same employer	* 2.0	* 3.4	* 4.0	* 1.7	11.1	2.5
Returned to work in different job and employer	71.3	51.3	68.7	24.4	215.7	49.2
Whether hours changed after most recent break						
Worked more hours	15.2	17.4	18.7	8.9	60.2	13.7
Worked less hours	53.3	33.4	51.4	20.7	158.8	36.2
Worked same number of hours but on different days/times	7.2	10.7	10.7	* 5.8	34.4	7.9
Other change in hours	* 3.4	* 2.1	* 2.6	**	9.0	2.0
No change	34.1	38.5	74.0	28.8	175.4	40.0
Don't know	**	**	**	**	**	**
Whether conditions changed after most recent break						
Changed from permanent to temporary/casual	19.9	11.7	20.1	7.2	58.9	13.4
Changed from temporary/casual to permanent part-time	* 3.7	* 4.9	* 5.3	**	14.0	3.2
Changed from temporary/casual to permanent full-time	* 3.9	* 3.2	* 3.5	* 2.5	13.2	3.0
Did different work	29.3	25.0	25.6	9.8	89.7	20.5
Other change in working conditions	9.0	* 5.2	9.6	7.0	30.8	7.0
No change	46.3	51.7	93.1	38.4	229.5	52.4
Don't know	**	**	**	**	* 2.0	* 0.5
Difficulties in returning to employment (a)						
Balancing family responsibilities and the job	22.7	19.5	25.2	8.2	75.7	17.3
Child care arrangements	10.3	10.3	15.6	* 4.3	40.5	9.2
Cost of childcare	* 5.2	* 4.2	7.3	**	18.3	4.2
New technology to learn	14.0	6.5	10.1	* 3.5	34.2	7.8
Lack of skills	7.3	* 3.6	* 3.6	**	15.5	3.5
Returned to same job but work required was different	* 1.7	* 2.4	* 4.0	* 2.6	10.7	2.4
Lack of support or recognition from employer or workmates	**	* 3.4	* 2.1	* 2.1	8.7	2.0
Had to adjust to working with new people	9.2	8.7	11.2	* 4.4	33.5	7.6
Lack of confidence /feeling the need to prove oneself	11.4	8.5	9.8	* 3.6	33.3	7.6
Age	* 4.4	* 1.7	**	**	7.6	1.7
Injury limited the tasks performed	**	**	* 5.0	* 2.4	9.2	2.1
Cost of transport /clothes, etc.	**	* 3.3	**	**	6.5	1.5
Daily travel	* 3.0	* 3.2	* 4.7	* 1.9	12.8	2.9
Other	* 2.6	* 4.2	6.4	* 3.3	16.5	3.8
None	75.6	69.6	111.4	44.8	301.3	68.8
TOTAL	113.2	102.2	157.4	65.3	438.1	100.0

(a) Components may not add to the total as more than one difficulty may have been reported.

TABLE 13. WOMEN WHO HAVE HAD MORE THAN ONE BREAK : CHANGES AFTER PREVIOUS BREAK (a) BY YEAR OF BREAK, VICTORIA ('000)

	Year break taken				Total	
	1975 to 1979	1980 to 1984	1985 to 1989	1990 to 1991	Number	Per cent
Whether returned to same job						
Returned to same job and employer	28.8	39.6	39.3	* 4.1	111.8	37.1
Returned to same job, different employer	17.7	17.2	12.1	* 1.8	48.9	16.2
Returned to different job, same employer	* 1.7	* 3.3	* 3.1	**	8.1	2.7
Returned to work in different job and employer	43.3	40.5	45.1	* 3.2	132.1	43.9
Whether hours changed after previous break						
Worked more hours	11.5	8.5	12.9	**	34.0	11.3
Worked less hours	24.1	26.7	30.3	* 1.9	83.0	27.6
Worked same number of hours but on different days/times	7.2	11.0	10.3	**	29.5	9.8
Other change in hours	* 3.0	**	**	**	* 5.6	* 1.9
No change	44.0	52.7	45.3	* 4.7	146.7	48.8
Don't know	* 1.8	**	**	**	* 2.2	* 0.7
Whether conditions changed after previous break						
Changed from permanent to temporary/casual	12.2	8.7	10.5	**	32.4	10.8
Changed from temporary/casual to permanent part-time	**	**	* 2.9	**	* 5.0	* 1.7
Changed from temporary/casual to permanent full-time	* 2.4	* 1.9	* 3.3	**	7.6	2.5
Did different work	18.1	17.4	24.1	* 1.8	61.4	20.4
Other change in working conditions	* 4.4	* 4.1	6.5	**	15.8	5.2
No change	52.1	67.1	52.3	* 5.5	177.0	58.8
Don't know	**	**	**	**	* 1.8	* 0.6
Difficulties in returning to employment (b)						
Balancing family responsibilities and the job	17.4	15.6	12.7	**	47.2	15.7
Child care arrangements	8.9	9.1	10.5	**	29.3	9.7
Cost of childcare	* 3.4	6.5	8.5	**	19.2	6.4
New technology to learn	7.2	* 2.9	* 4.4	**	14.8	4.9
Lack of skills	* 2.7	* 2.6	* 2.9	**	8.9	3.0
Returned to same job but work required was different	**	**	**	**	* 3.6	* 1.2
Lack of support or recognition from employer or workmates	* 4.1	* 1.8	* 4.0	**	11.1	3.7
Had to adjust to working with new people	7.7	* 3.7	7.3	**	19.7	6.5
Lack of confidence /feeling the need to prove oneself	7.2	* 2.5	6.9	**	17.4	5.8
Age	**	**	**	**	* 2.3	* 0.8
Injury limited the tasks performed	* 2.0	* 1.9	* 4.8	**	9.1	3.0
Cost of transport /clothes, etc.	**	**	* 2.1	**	* 4.4	* 1.5
Daily travel	* 2.4	* 3.0	* 4.0	**	10.2	3.4
Other	* 2.4	* 2.1	* 5.5	**	10.5	3.5
None	59.2	73.4	66.9	* 6.0	205.6	68.3
TOTAL	91.6	100.7	99.6	9.1	300.9	100.0

(a) The second most recent break. (b) Components may not add to the total as more than one difficulty may have been reported.

TABLE 14. WOMEN WHO RETURNED TO A NEW JOB AFTER MOST RECENT BREAK : FACTORS AFFECTING DECISION TO TAKE THAT JOB BY WHETHER HAS CHILDREN UNDER 12 YEARS, VICTORIA ('000)

<i>Factors affecting decision to take that job (a)</i>	<i>Responsible for child(ren) under 12 years</i>	<i>Not responsible for child(ren) under 12 years</i>	<i>Total</i>
Availability of child care	13.6	* 2.9	16.5
Hours of work	56.0	48.5	104.6
Salary	41.2	63.4	104.6
Recent educational qualification or training	6.4	16.1	22.5
Home duties	* 5.1	* 2.0	7.1
Location/nearness to home	26.7	33.1	59.8
No choice/only job available	12.4	35.4	47.9
First job offer	11.2	35.6	46.8
Other (b)	29.1	37.6	66.7
None	* 2.1	* 2.0	* 4.1
TOTAL	118.7	181.8	300.5

(a) Components may not add to the total as more than one factor may have been reported. (b) 'Other' includes availability of care for elderly, ill or handicapped person, past work injury or other.

TABLE 15. WOMEN WHO RETURNED TO A NEW JOB AFTER PREVIOUS BREAK (a) : FACTORS AFFECTING DECISION TO TAKE THAT JOB BY WHETHER HAS CHILDREN UNDER 12 YEARS, VICTORIA ('000)

<i>Factors affecting decision to take that job (b)</i>	<i>Responsible for child(ren) under 12 years</i>	<i>Not responsible for child(ren) under 12 years</i>	<i>Total</i>
Availability of child care	11.8	* 2.7	14.5
Hours of work	39.5	23.8	63.2
Salary	41.7	25.3	67.1
Recent educational qualification or training	6.9	* 3.3	10.2
Home duties	6.3	**	6.3
Location/nearness to home	23.1	16.2	39.3
No choice/only job available	12.6	15.6	28.2
First job offer	17.5	17.2	34.7
Other (c)	17.0	15.9	32.9
None	**	**	* 2.5
TOTAL	109.0	80.1	189.1

(a) The second most recent break. (b) Components may not add to the total as more than one factor may have been reported. (c) 'Other' includes availability of care for elderly, ill or handicapped person, past work injury or other.

TABLE 16. WOMEN WHO DID NOT RETURN TO EMPLOYMENT AFTER MOST RECENT BREAK : MAIN REASON DID NOT RETURN BY AGE, VICTORIA
(^{'000})

Main reason did not return to employment	15-34 years	35-54 years	55-64 years	65-69 years	Total
Chose to stay at home	73.3	60.2	29.4	12.4	175.2
Unable to arrange child care	* 5.5	**	**	**	7.2
Child care costs	7.5	* 1.7	**	**	9.2
No jobs available in locality/line of work	11.4	9.7	* 3.0	**	24.1
No jobs available in suitable hours	* 2.3	* 5.4	**	**	8.0
No jobs available at all	16.4	13.4	* 2.8	**	32.7
Injury/illness	* 3.9	18.9	10.4	* 3.8	36.9
Too old	**	**	* 5.4	6.8	12.2
Other	14.4	11.2	* 5.6	**	32.9
TOTAL	134.7	121.9	57.2	24.4	338.2

TABLE 17. WOMEN WHO DID NOT RETURN TO EMPLOYMENT AFTER MOST RECENT BREAK : MAIN REASON DID NOT RETURN BY WHETHER RESPONSIBLE FOR CHILDREN UNDER 12 YEARS SINCE 1975, VICTORIA
(^{'000})

Main reason did not return to employment	Now has child(ren) under 12 years	Had child(ren) under 12 years since 1975	Had no child(ren) under 12 years since 1975	Total
Chose to stay at home	107.8	28.8	38.7	175.2
Unable to arrange child care	6.8	**	**	7.2
Child care costs	9.2	**	**	9.2
No jobs available in locality/line of work	7.7	7.9	8.5	24.1
No jobs available in suitable hours	* 5.3	* 2.3	**	8.0
No jobs available at all	9.7	7.2	15.8	32.7
Injury/illness	* 4.7	16.1	16.0	36.9
Too old	**	**	10.5	12.2
Other	13.1	8.0	11.8	32.9
TOTAL	164.6	71.9	101.7	338.2

TABLE 18. WOMEN WHO DID NOT RETURN TO EMPLOYMENT AFTER MOST RECENT BREAK : MAIN REASON DID NOT RETURN BY COUNTRY OF BIRTH, VICTORIA
(^{'000})

Main reason did not return to employment	Australia	Other main English speaking countries (a)	Other	Total
Chose to stay at home	126.2	15.3	33.7	175.2
Unable to arrange child care	* 5.7	**	**	7.2
Child care costs	7.3	**	**	9.2
No jobs available in locality/line of work	16.3	* 2.1	* 5.7	24.1
No jobs available in suitable hours	* 4.9	**	* 2.0	8.0
No jobs available at all	21.5	* 1.7	9.4	32.7
Injury/illness	15.1	* 3.3	18.4	36.9
Too old	9.3	**	* 2.0	12.2
Other	25.3	* 1.7	* 5.9	32.9
TOTAL	231.6	27.3	79.3	338.2

(a) Comprises United Kingdom and Ireland, New Zealand, Canada, U.S.A., and South Africa.

Women who have not been employed (in Australia) since 1975

TABLE 19. WOMEN WHO HAVE NOT BEEN EMPLOYED (IN AUSTRALIA) SINCE 1975 : CURRENT ACTIVITIES BY AGE, VICTORIA ('000)

<i>Current activities (a)</i>	<i>15-34 years</i>	<i>35-54 years</i>	<i>55-64 years</i>	<i>65-69 years</i>	<i>Total</i>
Looking for work	11.6	* 4.9	**	**	17.0
Voluntary work	**	8.3	10.9	10.1	30.0
Caring for children	15.1	21.7	7.5	* 2.2	46.5
Caring for ill/disabled person	**	* 3.6	* 4.6	* 2.9	11.5
Household work	12.7	54.9	63.8	45.2	176.6
Recovering from injury/illness	**	* 3.3	* 3.7	* 2.6	10.8
Voluntarily inactive/retired	**	**	13.6	16.4	32.0
Other	* 5.3	6.6	* 2.8	* 2.0	16.7
TOTAL	30.0	64.9	74.5	56.7	226.1

(a) Components may not add to the total as more than one activity may have been reported.

TABLE 20. WOMEN WHO HAVE NOT BEEN EMPLOYED (IN AUSTRALIA) SINCE 1975 : CURRENT ACTIVITIES BY MARITAL STATUS, VICTORIA ('000)

<i>Current activities (a)</i>	<i>Married/defacto</i>	<i>Widowed/ divorced/separated</i>	<i>Never married</i>	<i>Total</i>
Looking for work	7.7	* 1.7	7.6	17.0
Voluntary work	22.1	6.2	* 1.7	30.0
Caring for children	39.9	* 4.8	* 1.8	46.5
Caring for ill/disabled person	9.6	* 1.9	**	11.5
Household work	137.7	34.0	* 4.9	176.6
Recovering from injury/illness	* 5.2	* 4.1	**	10.8
Voluntarily inactive/retired	17.8	12.2	* 2.0	32.0
Other	10.9	* 1.7	* 4.1	16.7
TOTAL	163.4	45.3	17.4	226.1

(a) Components may not add to the total as more than one activity may have been reported.

TABLE 21. WOMEN WHO HAVE NOT BEEN EMPLOYED (IN AUSTRALIA) SINCE 1975 : CURRENT ACTIVITIES BY COUNTRY OF BIRTH, VICTORIA ('000)

<i>Current activities (a)</i>	<i>Australia</i>	<i>Other main English speaking countries (b)</i>	<i>Other</i>	<i>Total</i>
Looking for work	7.7	**	9.3	17.0
Voluntary work	24.5	* 2.5	* 2.9	30.0
Caring for children	23.4	* 2.5	20.6	46.5
Caring for ill/disabled person	8.8	**	* 2.4	11.5
Household work	107.0	14.5	55.1	176.6
Recovering from injury/illness	6.9	**	* 3.0	10.8
Voluntarily inactive/retired	24.5	* 2.5	* 5.0	32.0
Other	8.9	**	6.4	16.7
TOTAL	136.6	17.2	72.2	226.1

(a) Components may not add to the total as more than one activity may have been reported. (b) Comprises United Kingdom and Ireland, New Zealand, Canada, U.S.A., and South Africa.

▶▶▶▶▶ **NOW AVAILABLE** ◀◀◀◀◀



**VICTORIAN SURVEY
WORK PATTERNS OF WOMEN
SPECIAL DATA SERVICE**

The Victorian Work Patterns of Women Survey provides a wide range of information on the patterns of women's employment from 1975 onwards. A customised data service is being offered to meet individual data requirements. This involves the ABS producing tables tailored to your particular needs.

The data from the survey covers women aged 15-69 years inclusive (excluding full-time students).

Listed below are some of the groups for which data from the survey is available:

- | | |
|--|--|
| <input type="radio"/> Unemployed women | <input type="radio"/> Women who live outside Melbourne |
| <input type="radio"/> Single parents | <input type="radio"/> Labour Force regions |
| <input type="radio"/> Older women | <input type="radio"/> Overseas born women |
| <input type="radio"/> Younger women | <input type="radio"/> Women and families |

The topics covered by the survey include:

- | | |
|---|---|
| <input type="radio"/> Number of breaks taken from employment | <input type="radio"/> Educational background |
| <input type="radio"/> Reasons for having a break from employment | <input type="radio"/> Qualifications |
| <input type="radio"/> Type of leave during break | <input type="radio"/> Employment status |
| <input type="radio"/> Reasons for staying out of the workforce | <input type="radio"/> Occupation |
| <input type="radio"/> Activities while not in the workforce | <input type="radio"/> Full time/Part time status |
| <input type="radio"/> Use of support facilities (especially child care arrangements) | <input type="radio"/> Permanent/casual status |
| <input type="radio"/> Whether working conditions changed after returning to employment from break | <input type="radio"/> Marital status/Family structures |
| <input type="radio"/> Whether returned to same job | <input type="radio"/> Country of birth |
| <input type="radio"/> Income source during break from employment | <input type="radio"/> Area of usual residence |
| <input type="radio"/> Factors affecting decision to take job after break from employment | <input type="radio"/> Union membership |
| <input type="radio"/> Difficulties experienced upon return to the workforce | <input type="radio"/> Membership of superannuation schemes |
| | <input type="radio"/> Whether responsible for child(ren) aged under 12 years since 1975 |
| | <input type="radio"/> Current activities of women who have not worked since 1975 |

To discuss your data requirements from the Victorian Work Patterns of Women survey or for further information regarding this survey please contact Christine Holland on (03) 615 7374.

EXPLANATORY NOTES

Introduction

1. This publication summarises the results of a survey on work patterns of women which was conducted throughout Victoria during 7-18 October 1991 as a supplement to the Australia-wide Monthly Population Survey. The supplementary survey was carried out at the request of the Victorian Department of Premier and Cabinet.

2. Information was collected for females aged 15-69 years (excluding full-time students). Topics covered included history of breaks taken from employment within Australia since 1975, reasons for taking these breaks, reasons for leaving the workforce, reasons for staying out of the workforce, use of support facilities (especially child care arrangements), activities while not in the workforce, educational background, qualifications, union membership and membership of superannuation schemes.

Also collected was type of leave taken during break, income sources during breaks, time away from work and difficulties experienced upon return to the workforce.

The aim of the survey was to identify the patterns of women's work, the reasons for women's employment choices and the reasons for breaks.

Monthly Population Survey

Survey design

3. The Monthly Population Survey is based on a multi-stage sample of private and non-private dwellings. The sample covers about two-thirds of one per cent of the civilian population of Australia and includes about one-half of one per cent of Victoria's population. Information was obtained from the occupants of selected dwellings by personal interview.

4. The Monthly Population Survey is made up of the Labour Force Survey and, for most months of the year, a supplementary topic. The main emphasis of the Monthly Population Survey is on the regular collection of specific data on demographic and labour force characteristics of the population and, for this reason, this component is usually referred to as the Labour Force Survey. Supplementary topics are carried out on a wide variety of topics.

Scope

5. All persons aged 15 years and over are included in the Labour Force Survey except:

- (a) certain diplomatic personnel of overseas governments, customarily excluded from

census and estimated populations;

- (b) overseas visitors holidaying in Australia;

- (c) members of the permanent defence forces;

- (d) members of non-Australian defence forces (and their dependants) stationed in Australia; and

- (e) persons in special dwellings (e.g. hotels, caravan parks, hospitals, flop houses, etc).

Supplementary survey

Survey design

6. The supplementary survey was conducted using a 3/4 sample of private dwellings in Victoria that were included in the Monthly Population Survey. This provided a sample of approximately 4,500 dwellings where a full response was obtained. Information was collected by personal interview of the females in the household.

Definitions

7. A *household* is defined as a group of people who live together (in a single dwelling) as a single unit in the sense that they have common housekeeping arrangements: some common provision for food and other essentials of living.

8. *Employed*: Persons aged 15 and over who, during the reference week:

- (a) worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (comprising employees, employers and self employed persons); or

- (b) worked for one hour or more without pay in a family business or on a farm (i.e. unpaid family helpers); or

- (c) were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than four weeks up to the end of the reference week; stood down without pay because of bad weather or plant breakdown at their place of employment for less than four weeks up to the end of the reference week; on strike or locked out; on workers' compensation and expecting to be returning to their job; or receiving wages or salary while undertaking full time study; or

- (d) were employers, self employed persons or unpaid family helpers who had a job, business or farm, but were not at work.

9. *Full-time workers*: Employed persons who usually worked 35 hours or more a week (in all jobs) and others who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.

10. *Part-time workers*: Employed persons who usually worked for less than 35 hours a week and who did so during the reference week.

11. *Unemployed*: Persons aged 15 and over who were not employed during the reference week and:

(a) had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and:

(i) were available for work in the reference week, or would have been available except for temporary illness (i.e. lasting for less than four weeks to the end of the reference week); or

(ii) were waiting to start a new job within four weeks from the end of the reference week and would have started in the reference week if the job had been available then; or

(b) were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the reference week (including the whole of the reference week) for reasons other than bad weather or plant breakdown.

12. *Not in the labour force*: Persons who were not in the categories employed or unemployed as defined.

13. *Break from employment*: This was defined as a period of 3 months or more taken from employment. At this time the respondent may have been on extended leave (with or without pay), looking for work or not in the labour force.

14. *Before/After School Care Program* is defined as a type of formal care available to school aged children before and after school hours.

15. *Family Day Care* is defined as a type of formal care offered in private homes by registered carers available for a full day to children of all ages.

16. *Long Day Care Centre* is defined as a regulated, centre based care which is generally available to children between birth and school age for the full day. Centres are usually open for the whole year.

Related publications

17. The ABS produces a wide range of publications relating to the Labour Force Survey. Other ABS publications which relate to the survey topic include:

The Labour Force, Australia (6203.0) (\$14.50)

The Labour Force, Victoria (6202.2) (\$14.50)

A Guide to Labour Statistics (6102.0) (\$15.00)

Child Care Arrangements, Australia (4402.0) (\$15.00).

Superannuation, Australia (6319.0) (\$8.50)

Employment Benefits, Australia (6334.0) (\$11.50)

Labour Mobility, Australia (6209.0) (\$11.50)

Labour Force Experience, Australia (6206.0) (\$11.50)

Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0), which is available free of charge from any ABS office.

Previous State Supplementary Surveys

18. Users may be interested in reading past Victorian State Supplementary survey publications. These have included:

1983: *Housing Victoria* (8790.2)

1984: *Travel to Work, School and Shops, Victoria* (9201.2)

1985: *Domiciliary Services, Victoria* (4402.2)

1986: *Water Using Appliances, Victoria* (8709.2)

1987: *Crime and Crime Prevention, Victoria* (4507.2)

1988: *Type and Conditions of Part-time Employment Victoria* (6304.2) (\$12.50)

1989: *Sports Participation, Victoria* (4118.2) (\$10.00)

1990: *Community Participation in Energy Conservation, Victoria* (4120.2) (\$15.00)

Symbols and other usages

* estimate is subject to relative standard error of between 25 and 50 per cent.

** estimate is subject to sampling variability too high for most practical purposes (more than 50 per cent). Refer to Technical Notes at the end of this publication.

R. A. CROCKETT
Deputy Commonwealth Statistician

TECHNICAL NOTES

1. The figures contained in this publication are estimates based on a sample of approximately 4,500 households in Victoria in October 1991.

Reliability of the estimates

2. The estimates provided in this publication may be subject to two types of error:

Sampling error

3. This is the difference which would be expected between the estimate and corresponding figure that would have been obtained from a collection based on the whole population, using the same questionnaires and procedures. Estimates of sampling error are illustrated below.

Non-sampling error

4. Inaccuracies may occur because of imperfections in reporting by respondents and interviewers, and errors made in coding and processing the data. These errors can occur whether the estimates are derived from a sample or a complete enumeration. Every effort is made to reduce non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient operating procedures.

Interpretation of results

5. Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings they may differ from the figures that would have been produced if all dwellings had been included in the survey. In addition the estimates may be subject to reporting errors and inconsistencies which include recall errors for questions relating to a period of 16 years.

Estimates of sampling error

6. One measure of the likely difference which would be expected between the estimate based on a sample and the figure that would have been obtained from a complete collection is the standard error. (Table A).

7. There are about two chances in three (67 per cent) that an estimate will differ by less than one standard error from that which would have been obtained if all households had been included in the survey. There are about nineteen chances in twenty (95 per cent) that the difference will be less than two standard errors.

8. A standard error expressed as a percentage of the estimate is known as the 'relative standard error'. For example, if an estimate of 4,500 persons has a standard error of 1125, then the estimate has a relative standard error of $1125/4500 \times 100 = 25$ per cent. The relative standard error is a useful measure in that it provides an immediate indication of the percentage errors likely to have occurred due to sampling.

9. Estimates below 1600 persons are excluded from this publication and are replaced with two asterisks (**) because they are subject to high relative standard error (more than 50 per cent). Although figures for these small components can in some cases be derived by subtraction they should not be regarded as reliable.

10. Estimates between 1,600 and 6,100 persons have been included in this publication preceded by an asterisk, e.g. *3.6. This is to highlight the need for care in using the data because of the high relative standard error (between 25 and 50 per cent).

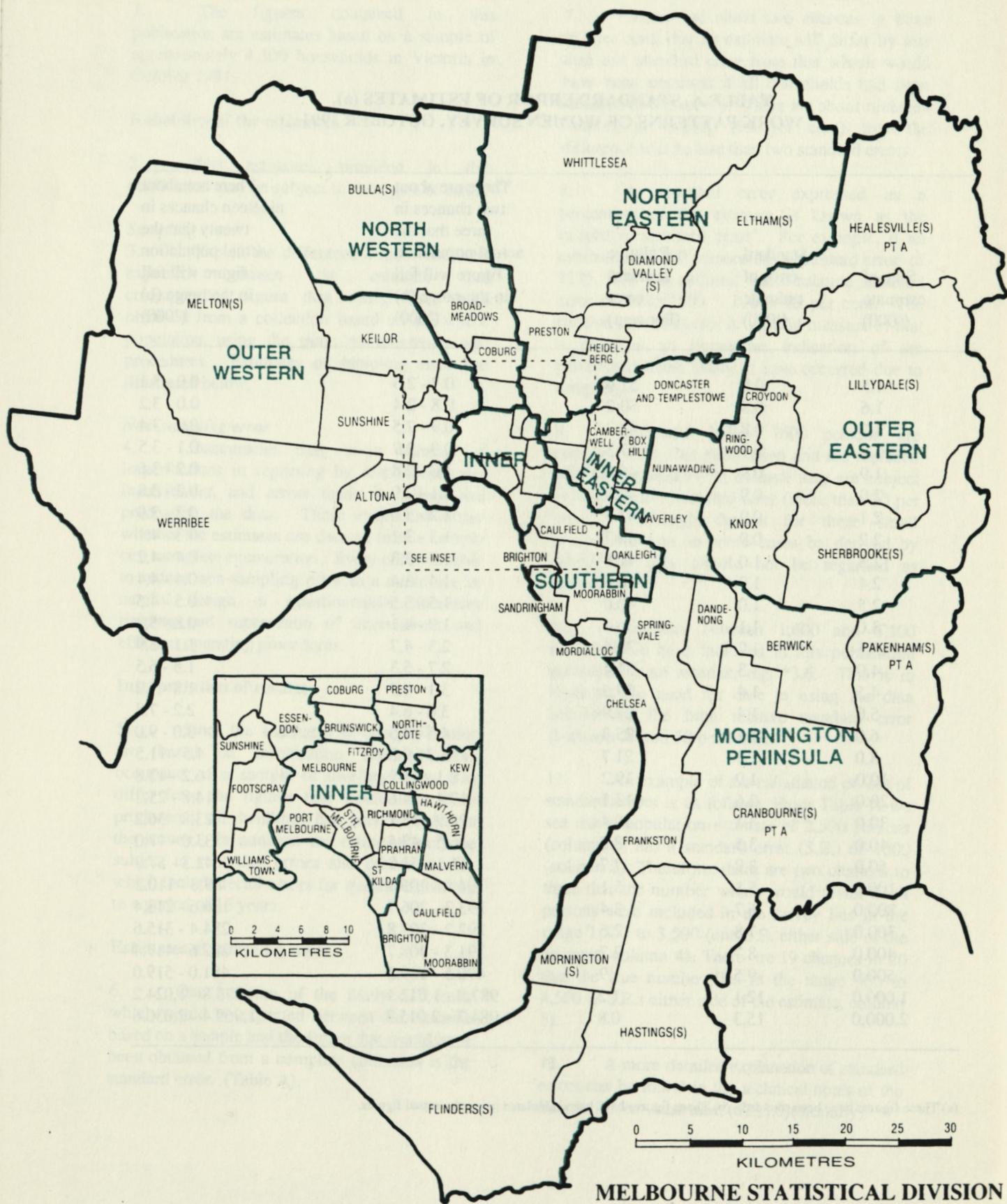
11. An example of the calculation on use of standard errors is as follows. From Table A we see that a population estimate of 2,500 persons (column 1) has a standard error (S.E.) of 1000 (column 2). Therefore, there are two chances in three that the number which would result if all persons were included in the survey lies in the range 1,500 to 3,500 (one S.E. either side of the estimate, column 4). There are 19 chances in 20 that the true number lies in the range 500 to 4,500 (2 S.E.s either side of the estimate, column 5).

12. A more detailed explanation of standard errors can be found in the technical notes of the *Labour Force, Australia*, (6203.0)(monthly).

**TABLE A. STANDARD ERROR OF ESTIMATES (a),
WORK PATTERNS OF WOMEN SURVEY, OCTOBER 1991**

Size of estimate (^{'000})	Standard error of estimate (^{'000})	Relative standard error (Per cent)	There are about two chances in three that the actual population figure will fall in the range (b) (^{'000})	There are about nineteen chances in twenty that the actual population figure will fall in the range (b) (^{'000})
1.5	0.8	51.9	0.7 - 2.3	0.0 - 3.1
1.6	0.8	50.2	0.8 - 2.4	0.0 - 3.2
1.7	0.8	48.7	0.9 - 2.5	0.0 - 3.4
1.8	0.9	47.3	0.9 - 2.7	0.1 - 3.5
1.9	0.9	46.0	1.0 - 2.8	0.2 - 3.6
2.0	0.9	44.8	1.1 - 2.9	0.2 - 3.8
2.1	0.9	43.7	1.2 - 3.0	0.3 - 3.9
2.2	0.9	42.7	1.3 - 3.1	0.3 - 4.1
2.3	1.0	41.8	1.3 - 3.3	0.4 - 4.2
2.4	1.0	40.9	1.4 - 3.4	0.4 - 4.4
2.5	1.0	40.0	1.5 - 3.5	0.5 - 4.5
3.0	1.1	36.4	1.9 - 4.1	0.8 - 5.2
3.5	1.2	33.6	2.3 - 4.7	1.1 - 5.9
4.0	1.3	31.4	2.7 - 5.3	1.5 - 6.5
4.5	1.4	29.5	3.1 - 4.9	1.8 - 7.2
5.0	1.4	27.9	3.6 - 6.4	2.2 - 7.8
6.0	1.5	25.3	4.5 - 7.5	3.0 - 9.0
8.0	1.8	21.7	6.2 - 9.8	4.5 - 11.5
10.0	1.9	19.2	8.1 - 11.9	6.2 - 13.8
20.0	2.6	13.1	17.4 - 22.6	14.8 - 25.2
30.0	3.1	10.4	26.9 - 33.1	23.8 - 36.2
40.0	3.5	8.8	36.5 - 43.5	33.0 - 47.0
50.0	3.9	7.7	46.1 - 53.9	42.3 - 57.7
100.0	5.1	5.1	94.9 - 105.1	89.8 - 110.2
200.0	6.7	3.4	193.3 - 206.7	186.6 - 213.4
300.0	7.8	2.6	292.2 - 307.8	284.4 - 315.6
400.0	8.7	2.2	391.3 - 408.7	382.6 - 417.4
500.0	9.5	1.9	490.5 - 509.5	481.0 - 519.0
1,000.0	12.1	1.2	987.9 - 1,012.1	975.8 - 1,024.2
2,000.0	15.3	0.8	1,984.7 - 2,015.3	1,969.4 - 2,030.6

(a) These figures have been rounded. (b) These figures have been calculated using the actual figures.

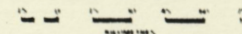


MELBOURNE STATISTICAL DIVISION
Statistical Local Areas
LABOUR FORCE REGIONS

VICTORIA

LABOUR FORCE REGIONS

Statistical Local Areas



City (C), Town (T), Borough (B), Rural City (RC), Shire (S)



© Commonwealth of Australia 1992

Recommended retail price: \$14.00



2062042010919

ISBN 0 642 16877 6